

**In the Specification:**

Please replace the paragraph beginning at line 16 on page 1 with the following amended paragraph:

The time to recruit and hire a candidate is a long process. To begin the recruiting process, recruiters often meet with clients (e.g., managers) to determine their hiring needs and to define job descriptions and ads for placement. Often, these descriptions of hiring needs [[to]]do not translate well into ads or descriptions because of miscommunication between the recruiter and client, the unfamiliarity of the recruiter in the client's business and roles, and inexperience of the recruiter in the hiring process. This miscommunication results in incorrect job definitions, and leads to receiving candidates that are not matched well to the job to be performed, and this delays the overall recruiting and hiring process. What [[it]]is needed, therefore, is a more efficient manner for managing the recruiting process.